Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ (and below)

For 1st Quarter 2020 for period ending December 31, 2019

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Thru12-31
	2015	2016	2017	2018	2019	2020111ru12-31
Number of Complaints Filed	801	840	783	798	717	235
Number of Complainants	775	784	744	776	701	231
Repeat Filers	24	26	21	22	16	4

Complaints by Posis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	326	306	337	341	300	119
Color	148	135	147	139	104	51
Religion	31	32	27	28	29	14
Reprisal	360	404	397	395	354	112
Sex	293	271	270	301	252	85
PDA	7	6	3	2	5	4

National Origin	111	99	102	90	80	25
Equal Pay Act	6	9	3	1	4	0
Age	253	272	201	227	198	43
Disability	240	261	254	279	252	77
Genetics	4	4	1	5	4	1
Non-EEO	22	31	22	19	19	16
			Com	parativ	ve Data	L
Complaints by Issue	Pr	evious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	94	82	56	67	58	26
Assignment of Duties	62	98	70	93	63	20
Awards	19	10	18	12	15	1
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	3	5	6	3	6	0
Reprimand	74	59	67	76	56	19
Suspension	32	34	38	39	49	20
Removal	18	38	28	32	25	13
Duty Hours	9	17	15	16	11	5
Perf. Eval./ Appraisal	44	38	42	59	48	11
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	384	375	384	393	368	127
Sexual	38	39	39	49	40	8

Medical Examination	4	6	1	1	3	0
Pay including overtime	25	21	25	19	18	5
Promotion/Non-Selection	134	146	111	121	110	37
Reassignment			-			
Denied	9	14	8	10	1	1
Directed	27	22	24	23	9	5
Reasonable Accommodation Disability	57	68	59	62	54	14
Reinstatement	1	0	0	2	0	0
Religious Accommodation	0	1	1	0	0	0
Retirement	4	3	1	5	5	1
Sex-Stereotyping	0	1	0	3	0	0
Telework	0	8	7	5	1	1
Termination	51	54	36	63	69	22
Terms/Conditions of Employment	82	104	86	72	51	16
Time and Attendance	20	37	37	38	31	11
Training	22	27	30	23	19	3
Other						•
		-		4: D	4 -	

			Comp	parative l	Data	
Processing Time		Previous	Fiscal Y	ear Data	ı	2020Thru12-
	2015	2016	2017	2018	2019	31
Complaints pending during	g fiscal ye	ear				
Average number of days in investigation	201.88	204.34	197.26	211.02	222.03	191.00
Average number of days in final action	188.17	158.77	150.38	37.53	43.63	62.09
Complaint pending during	fiscal year	ar where	hearing v	vas reque	sted	

Average number of days in investigation	2	208.7	5	204	1.20	20	2.70	217	7.00	227	'.46	1	79.28	
Average number of days in final action		68.01	1	82	.43	82	2.95	27	.44	31.	.02	4	50.78	
Complaint pending durin	g fi	scal	yea	r wl	here	hea	ring v	vas n	ot re	ques	ted			
Average number of days in investigation	1	192.29 206.22 193.42 203.34 215.90 18										88.48		
Average number of days in final action	2	253.6	0	197	7.11	17	9.96	50	.98	64.	.23	84.61		
				Comparative Data										
Complaints Dismissed Agency	d by	Previous Fiscal Year Data 2020Thru											Thru12-	
• •											31			
Total Complaints Dismis Agency	sed	by	16	59	13	5	141	٥	92	8	8		32	
Average days pending pr dismissal	ior 1	169 135 141 92 88									5	3.72		
Col	mpl	aint	s W	Vith	drav	wn l	by Co	mpl	aina	nts				
Total Complaints Withdr by Complainants	awr	ı	9	1	56	5	69	,	73	6	3		9	
					-	(Comp	arat	ive I)ata				
Total Final Agency			P	revi	ious	Fise	cal Y	ear l	Data			2020	Thru12-	
Actions Finding Discrimination	2	015		201	16	20)17	20	18	20	19		31	
	#	%		#	%	#	%	#	%	#	%	#	%	
Total Number Findings	6		5	51		19		10		14		1		
				13	84	14	74	6	60	9	64	0	0	
Without Hearing	0	0		15			' '							

Findings of Discrimination Rendered	Comparative Data											
by Basis			Prev	vious l	Fisc	al Ye	ar l	Data			2020	Thru12-
Note: Complaints can be	20)15	20	016	2	017	20)18	20	019		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		10		6		4		5		1	
Race	0	0	2	20	3	50	3	75	2	40	0	0
Color	0	0	0	0	1	17	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	7	70	3	50	1	25	2	40	1	100
Sex	0	0	7	70	3	50	2	50	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	3	50	0	0	0	0	0	0
Equal Pay Act	0	0	1	10	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	17	0	0	1	20	0	0
Disability	0	0	2	20	3	50	0	0	2	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
								'	<u>'</u>			
Findings After Hearing	0		8		5		4		5		1	
Race	0	0	2	25	3	60	3	75	2	40	0	0
Color	0	0	0	0	1	20	1	25	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	7	88	2	40	1	25	2	40	1	100
Sex	0	0	5	63	3	60	2	50	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	3	60	0	0	0	0	0	0
Equal Pay Act	0	0	1	13	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	20	0	0	1	20	0	0
Disability	0	0	2	25	2	40	0	0	2	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		2		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	2	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					C	ompa	rat	ive I)ata	1		
Findings of Discrimination			Prev	ious l	Fisc	al Ye	ar I)ata			2020	Thru12-
Rendered by Issue	20)15	20	16	20	017	20	18	20	19		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		10		6		4		5		1	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	10	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	20	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				-		-					-	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	40	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	20	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	17	0	0	1	20	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	4	40	5	83	1	25	2	40	0	0
Sexual	0	0	3	30	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	10	0	0	1	25	1	20	0	0
Promotion/Non-Selection	0	0	1	10	2	33	0	0	2	40	0	0
Reassignment												
Denied	0	0	1	10	0	0	0	0	0	0	0	0
Directed	0	0	2	20	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	10	1	17	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	10	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	1	20	0	0
Time and Attendance	0	0	0	0	0	0	1	25	1	20	1	100
Training	0	0	1	10	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	0		8		5		4		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	13	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	1	20	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	•											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	2	40	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	20	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	20	0	0	1	20	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-											
Non-Sexual	0	0	4	50	4	80	1	25	2	40	0	0
Sexual	0	0	1	13	0	0	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	13	0	0	1	25	1	20	0	0
Promotion/Non-Selection	0	0	1	13	1	20	0	0	2	40	0	0
Reassignment												
Denied	0	0	1	13	0	0	0	0	0	0	0	0
Directed	0	0	2	25	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	13	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	13	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	1	20	0	0
Time and Attendance	0	0	0	0	0	0	1	25	1	20	1	100
Training	0	0	1	13	0	0	0	0	0	0	0	0
Other - User Define												•
Findings Without Hearing	0		2		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	2	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Complaint Investigations			Previous Fiscal Year Data 2015 2016 2017 2018 2019						2020Thru12- 31	
	Comparative Data									
Appeal with EEOC Office of Federal Operations			188	869	994	1100	12	207	1263	
Final Agency Action		86	74	21	30	,	76	123		
Hearing		537	600	674	635	5	518	578		
ROI issued, pending Complainant's action		2	0	0	0		0	33		
Investigation			21	240	183	61		53	222	
Number complaints pen	ding									
Total Complainants			563	610	606	603	5	558	873	
Total complaints from previous Fiscal Years			635	682	702	681	6	514	952	
·		2015	2016	2017	2018	20	019	31		
Pending Complaints Filed in Previous Fiscal Years by Status		Previous Fiscal Year Data						2020Thru12-		
			Comparative Data							
Other - User Define										
Training	0	0	0	0 0	0	0 0	0	0	0	0
Time and Attendance	0	0	0	0 0	0	0 0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0 0	0	0 0	0	0	0	0

Pending Complaints Where Investigations Exceed Required Time Frames